



Says

What have we heard them say?  
What can we imagine them saying?



Thinks

What are their wants, needs, hopes, and dreams?  
What other thoughts might influence their behavior?

Global recruiting  
efficiency and  
effectiveness

Effective pay equity and  
efficiency comparative  
pay analysis pay for  
performance

New leadership  
models and needs  
total talent  
mobility talent  
talent pools and  
segment

Team  
allgnment pay  
equity  
managerial  
expertise

This process can help  
improve the overall  
performance of the  
business and ensure that  
it remains competitive

That should be  
incentive,cash price or  
sampark for achievement

Provides  
organisations  
with of way to  
measure their  
performance in  
critical areas

Improve  
sovereal  
performance  
of the  
organisation



VSRP'S Team

The Tableau HR  
Scorecard:  
Measuring Success  
In Talent  
Management

Individual  
assessment for  
talent measurement

Measure talent with  
quantity metrics

Use quality Metrics  
for talent  
measurement

Use self-evaluation  
to Gauge employee  
performance

Success  
won't be  
handed to  
you

Talent mobility  
this metric tracks  
the mobility of  
employees both  
in and out of a  
company

Talent  
Turnover

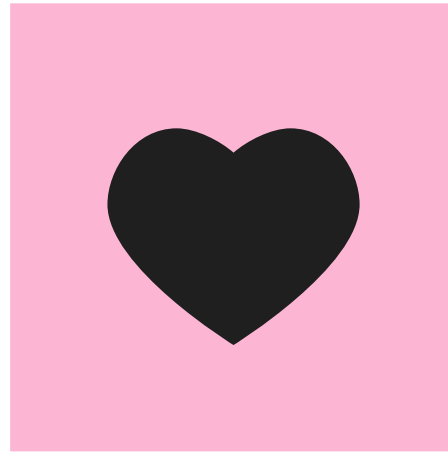
High-potential  
talent

Time to full  
productivity  
per full-time  
equivalent



Does

What behavior have we observed?  
What can we imagine them doing?



Feels

What are their fears, frustrations, and anxieties?  
What other feelings might influence their behavior?